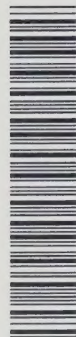


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Bargaining Information Series



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SELECTED PROVISIONS IN ONTARIO COLLECTIVE BARGAINING AGREEMENTS

SEPTEMBER 1976

- REPORTING, CALL-BACK AND STAND-BY PAY
- SHIFT, SATURDAY AND SUNDAY PREMIUMS
- WORK CLOTHING, SAFETY EQUIPMENT AND
TOOL ALLOWANCES

Number 19

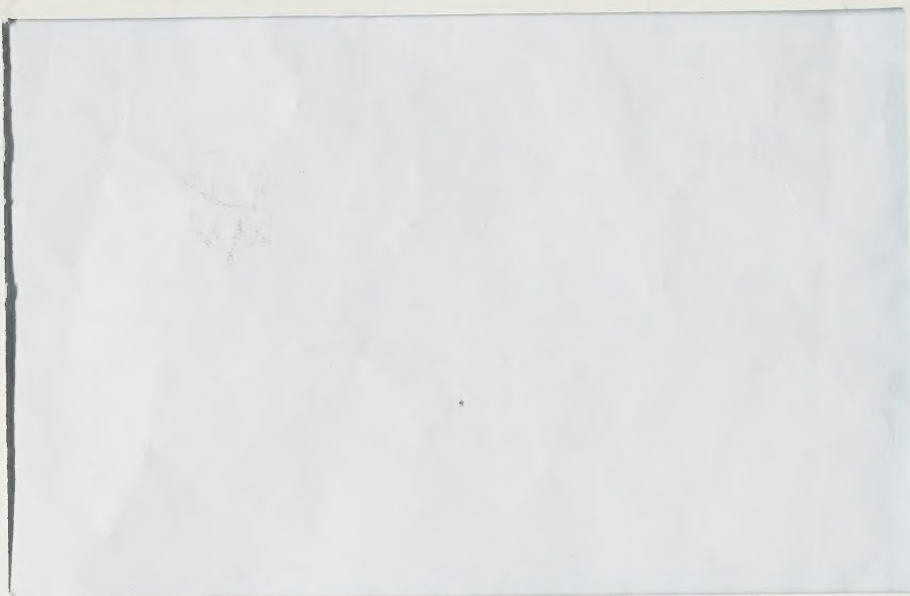


Ontario
Ministry of
Labour

Research
Branch

Toronto
Ontario





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Research Branch

Ontario Ministry of Labour

December 1976

Hon. Bette Stephenson, M.D.
Minister

T. E. Armstrong, Q.C.
Deputy Minister



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FOREWORD

This report is designed to give quick access to current information on provisions in Ontario collective agreements relating to reporting, call-back and stand-by pay; shift, Saturday and Sunday premiums; and work clothing, safety equipment and tool allowances. This is the second report in the Bargaining Information Series to cover these subjects.

The information presented was drawn from an analysis of all Ontario collective agreements covering bargaining units of 200 or more employees working in industries other than construction and has been prepared to provide data that will be useful in bargaining situations. As of September 1976, when the analysis was prepared, there were 891 such agreements, covering 764,729 employees, on file with the Collective Agreements Library of the Ministry of Labour.

For further information, please call Beth Kendall at 965-6886.

REPORTING, CALL-BACK AND STAND-BY PAY

Most agreements guarantee a minimum number of hours of work, or pay in lieu of work, to employees who report for duty on schedule and find no work available or less than can be done in the guaranteed period. Such guarantees are normally computed at the straight time rate of pay.

Agreements frequently also guarantee a minimum number of hours of work, or pay in lieu of work, to employees who are called back to work, usually for emergency reasons, after leaving the plant for the day. In contrast to reporting pay guarantees, call-back guarantees are usually computed at the overtime rate of pay.

A related provision is that requiring pay for employees for time spent outside their regular hours on call or on stand-by, ready and able to go to work to take care of emergencies.

In the previous report on Reporting, Call-back and Stand-by Pay, No. 11, September 1975, 882 agreements were analyzed. Except where noted below, the figures are basically unchanged since that report.

REPORTING PAY

Reporting pay provisions were contained in 594 agreements, or 67 per cent of the 891 contracts studied (see Table 1). These provisions applied to 58 per cent of the total employees covered by the study. They were much more prevalent in manufacturing than in non-manufacturing -- 88 per cent and 43 per cent, respectively. Among manufacturing industries, reporting pay clauses were most common in food, textiles, paper, primary metals, metal fabricating, machinery, transportation equipment and electrical products. In non-manufacturing industries, they were concentrated in health and welfare services.

Amount of Guarantee. As shown below, the most common reporting pay guarantee was 4 hours of work or pay, occurring in 73 per cent of the agreements with such provisions. Guarantees of 2 and 3 hours were each found in less than 5 per cent of the agreements. Guarantees of 8 hours and graduated guarantees were each provided in slightly more than 5 per cent of the agreements: in the latter, employees were assured a certain amount of pay for reporting on schedule and a higher amount if any work is performed.

<u>Amount of Guarantee</u>	<u>Number of Agreements</u>		
	<u>All Indus-</u> <u>tries</u>	<u>Manufac-</u> <u>turing</u>	<u>Non-Manufac-</u> <u>turing</u>
Total with provision	594	414	180
2 hours	26	18	8
3 hours	27	15	12
4 hours	433	332	101
8 hours	33	14	19
Graduated payments ¹	35	14	21
Other	40	21	19

1. Includes agreements in which the amount of guaranteed time varies depending on whether or not an employee was put to work upon reporting.

CALL-BACK PAY

Of the 891 agreements analyzed, 751 or 84 per cent covering 85 per cent of the employees, contained provisions for pay for call-backs on regular work days (see Table 1). Such clauses occurred in 89 per cent of the 473 manufacturing agreements, compared with 79 per cent of the 418 non-manufacturing agreements. Among industry groups, they were most prevalent in food, textiles, paper, primary metals, metal fabricating, machinery, transportation equipment, electrical products, transportation, education, health and welfare, federal and local administration.

Amount of Guarantee. Four hours was the most common call-back guarantee, found in 54 per cent of the provisions. Guarantees of 2 and 3 hours occurred in 11 per cent and 27 per cent of the provisions, respectively. Guarantees of more than 4 hours were specified in only 9 agreements.

Time and one-half was the rate of pay specified for call-backs in 31 per cent of the agreements and straight time pay was provided in 32 per cent: this is a slight change from last year when time and one-half was paid in 36 per cent and straight time in 30 per cent. Eight per cent called for whatever overtime rate applied at the time the employee was called back. In 19 per cent of the agreements, the employee was paid for a minimum number of hours at straight-time or for all hours worked at the overtime rate, whichever was the greater. A handful of the agreements, 2 per cent, required double time pay. The following tabulation shows both the guaranteed minimum number of hours of call-back and the rate paid for these hours.

<u>Rate of Pay</u>	<u>Agreements with Call-Back Guarantees of</u>						
	<u>Total</u>	<u>1</u> <u>hour</u>	<u>2</u> <u>hours</u>	<u>3</u> <u>hours</u>	<u>4</u> <u>hours</u>	<u>Over 4</u> <u>hours</u>	<u>Other</u>
Total with provision	751	7	81	203	408	9	43
Straight time	242	-	9	46	182	5	-
Time and one-half	234	2	49	110	66	-	7
Double time	13	3	6	3	1	-	-
Applicable overtime rate	61	2	10	15	32	-	2
Straight time or hours worked at overtime rate, whichever is greater	141	-	4	21	113	2	1
Other	60	-	3	8	14	2	33

STAND-BY PAY

Provisions for stand-by pay were included in 157 agreements or 18 per cent of the 891 studied (see Table 1). These agreements applied to 28 per cent of the total employees covered by the study. All except 10 of them were in non-manufacturing industries, chiefly in health services, federal government and local government.

Amount of Pay. The payment for stand-by varied considerably, but the formulas may be divided as follows:

1. in 39 per cent, the pay was fixed sum per shift ranging from \$2 to \$16: just over half (mostly nurses agreements) paid \$8.50 per tour.
2. in 26 per cent, the pay ranged from 1 to 3 hours straight-time pay on weekdays and 3 to 6 hours straight-time pay on weekends and holidays; or from \$2 to \$9 per day on weekdays and from \$6 to \$16 per day on weekends and holidays.
3. in 15 per cent of the agreements, the pay ranged from 1 to 4 hours at straight-time for each stand-by.
4. in 13 per cent, the pay ranged from one-sixth of the regular rate to time and one-half, or 45 cents to \$1.50 for each hour on stand-by.
5. in 9 per cent, the pay was a fixed sum per week, ranging from \$25 to \$40 or per weekend, ranging from \$10 to \$25.

Since the previous report, there has been an increase in the percentage providing items 1, 2 and 4 (previously 34 per cent, 20 per cent and 10 per cent) and a decrease in the percentage providing items 3 and 5 (previously 20 per cent and 10 per cent).

PREMIUM PAY FOR SHIFT WORK AND FOR REGULARLY
SCHEDULED SATURDAY AND SUNDAY WORK

Employees working shifts other than the daytime shift are usually compensated for inconvenient hours by a differential added to their regular rates. Under three-shift operations, the premium paid for the third shift is generally higher than that paid for the second shift.

Closely related are provisions for premium pay for Saturday and Sunday when worked as part of the regular 5-day schedule. These provisions usually apply to employees in continuous-process or 7-day operations or to occupational groups such as guards, watchmen and stationary engineers.

In the previous report on premium pay, in September 1975, 882 agreements were analyzed. Changes in shift premium payments are noted below: Saturday and Sunday premiums are basically unchanged since the previous report.

SHIFT PREMIUMS

Provisions for second shift premiums were found in 87 per cent of the 891 agreements studied covering 89 per cent of the employees. Third shift premiums were found in 86 per cent of the agreements covering 90 per cent of the employees (see Table 2). Both types of provisions were most prevalent in the food, textiles, paper, primary metals, metal fabricating, machinery, transportation equipment, electrical products, transportation, education and health industries and in government.

Shift premiums were expressed in terms of cent-per-hour, flat amounts per shift, or percentage differentials.

Amount of Premium. A premium of 15 cents was the predominant payment for the second shift, occurring in 17 per cent of the shift clauses, a decrease of 2 per cent from last year. However, the proportion of agreements paying a premium of 20 cents for the second shift increased to 13 per cent from 8 per cent for the previous year.

The most common premium for the third shift was 20 cents, found in 20 per cent of the agreements. This was a decrease of 2 per cent from last year. Third shift premiums of 25 cents, however, increased from 6 per cent last year to 12 per cent of the shift clauses.

<u>Amount of Premium</u>	<u>Number of Agreements</u>	
	<u>Second shift</u>	<u>Third shift</u>
Total with provision	772	769
<u>Cents per hour</u>		
Under 10 cents	17	9
10 cents	38	10
11 - 14½ cents	77	24
15 cents	132	52
16 - 19 cents	109	89
20 cents	101	140
21 - 24 cents	50	85
25 cents	39	91
26 cents or more	21	79
<u>Flat amount per shift</u>		
\$1.00	32	32
\$1.10 - \$1.35	28	23
Over \$1.35	42	47
<u>Percentage of regular rate</u>		
5 per cent	13	5
6 - 9 per cent	9	11
10 per cent	7	12
15 per cent	9	10
<u>Other</u> ¹	48	50

1. Includes agreements in which the premiums change during the term of the contract, and those which established different premiums for different groups of employees or for other reasons.

SATURDAY AND SUNDAY PREMIUMS

Provisions for premium pay for Saturday when worked as part of the regular weekly schedule were contained in 79 agreements, or 9 per cent of the 891 analyzed (see Table 2). The provisions covered 15 per cent of the total employees in the study. In contrast, Sunday premium pay provisions were included in 162 agreements, or 18 per cent of the total studied, and applied to 26 per cent of the employees. Both types of provisions were widely scattered among industries. However, the Saturday provisions were most common in food and education, and local administration, while the Sunday provisions were most prevalent in food, primary metals, mining and education.

Amount of Premium. The premiums paid for regularly scheduled Saturday and Sunday work were stated either as cents per hour, percentage differentials, flat amounts per shift or week, or as wage-rate payments. As shown below, the most common premium pay for Saturday was time and one-half, found in 35 per cent of the agreements with such provisions. For Sunday work, a premium of 26 cents per hour or more was required in 31 per cent of the agreements and time and one-half was paid in 26 per cent.

<u>Amount of Premium</u>	<u>Number of Agreements</u>	
	<u>Saturday Premium</u>	<u>Sunday Premium</u>
Total with provision	79	162
<u>Cents per hour</u>		
Under 25 cents	12	13
25 cents	9	16
26 cents or more	14	51
<u>Flat amount per shift or week</u>	-	4
<u>Per cent of regular rate</u>	2	4
<u>Wage-rate payment</u>		
Time and one-half	28	42
<u>Other</u>	14	32

WORK CLOTHING, SAFETY EQUIPMENT AND TOOL ALLOWANCES

Agreements in industries where sanitation and public appearance are very important sometimes contain provisions referring to the supply and maintenance of uniforms or general work clothing which the employees are required to wear.

Similarly, agreements in industries with hazardous occupations usually contain provisions dealing with the supply and replacement of safety equipment designed to protect employees from injuries. Most common are requirements for safety glasses and safety shoes.

This section of the report also discusses provisions referring to the supply and replacement of tools required by employees in the performance of their work.

In the previous report on work clothing, safety equipment and tool allowances, in September 1975, 882 agreements were analyzed. The allowances are basically unchanged since the previous report.

WORK CLOTHING

Provisions referring to work clothing or uniforms were contained in 306 agreements or 34 per cent of the total 891 analyzed (see Table 3). These agreements covered 35 per cent of the employees in the study but not all of them were affected by the provisions.

Work clothing provisions were more prevalent in non-manufacturing than in manufacturing agreements, 48 per cent compared with 22 per cent. They were most common in food, transportation, education, health and local government. These industries accounted for 56 per cent of the work clothing provisions.

Type of Allowance. In 233 of the work clothing or uniform provisions, the employer furnished these items free of charge to employees. However, in 13 cases employees were required to pay a part of the cost involved. Monetary allowances toward the purchase of work clothing or uniforms were specified in 16 agreements and were paid on a daily, weekly, monthly or annual basis. In some agreements, the cost of work clothing differed for different groups of employees. For example, in food industry agreements, work clothing was provided free of charge for plant employees, but only one-quarter to one-third of the cost of uniforms for drivers was paid by the employer.

<u>Type of Allowance</u>	<u>Number of Agreements</u>		
	<u>All Indus-</u>	<u>Manufac-</u>	<u>Non-Manufac-</u>
	<u>tries</u>	<u>turing</u>	<u>turing</u>
Total with provision	306	104	202
Supplied at no cost	233	90	143
Supplied at some cost	13	6	7
Monetary allowance	16	1	15
Other	44	7	37

SAFETY GLASSES

Clauses referring to safety glasses were found in 116 agreements, or 13 per cent of the total 891 studied (see Table 3). These agreements covered 12 per cent of the total

employees in the study, but not all of them were affected by the provisions. All, except 18 of the safety glasses provisions, were in manufacturing industries, concentrating in metal fabricating, transportation equipment and electrical products.

Type of Allowance. In 82 of the agreements with provisions for safety glasses, the employer furnished these items at no cost to employees. In 6 agreements, employees paid part of the cost of safety glasses. Monetary allowances ranging from \$3 to \$40 a year were provided in 16 agreements.

<u>Type of Allowance</u>	<u>Number of Agreements</u>		
	<u>All Indus-</u>	<u>Manufac-</u>	<u>Non-Manufac-</u>
	<u>tries</u>	<u>turing</u>	<u>turing</u>
Total with provision ...	116	98	18
Supplied at no cost	82	69	13
Supplied at some cost	6	5	1
Monetary allowance	16	13	3
Other	12	11	1

SAFETY SHOES

Clauses referring to safety shoes were contained in 235 agreements, or 26 per cent of the total studied (see Table 3). These agreements applied to 19 per cent of the total employees covered by the study, but not all of them were required to wear safety shoes. The clauses were concentrated in food, paper, metal fabricating, electrical products and local government.

Type of Allowance. The majority (62 per cent) of the agreements with provisions for safety shoes required the employer to pay a monetary allowance toward the purchase of these items. In about three quarters of the plans with a monetary allowance, the amount paid ranged from \$2.50 to \$36 per annum; in the remainder, the amount paid ranged from \$2 to \$20 per pair of shoes.

<u>Type of Allowance</u>	<u>Number of Agreements</u>		
	<u>All Indus-</u>	<u>Manufac-</u>	<u>Non-Manufac-</u>
	<u>tries</u>	<u>turing</u>	<u>turing</u>
Total with provision	235	177	58
Supplied at no cost	46	22	24
Supplied at some cost	30	26	4
Monetary allowance	146	122	24
Other	13	7	6

OTHER SAFETY EQUIPMENT

Provisions referring to a variety of safety equipment other than safety glasses and safety shoes were included in 365, or 41 per cent, of the 891 agreements studied (see Table 3). The safety equipment included such items as hard hats, respirators, gloves and other personal protective clothing. These agreements covered 39 per cent of all the employees in the study. They were found most frequently in food, metal fabricating, transportation equipment, electrical products, education and local government.

Type of Allowance. In all but 13 of the agreements, the safety equipment was supplied at no cost to the employee. In the remainder, the allowance varied depending on the type of equipment involved.

TOOL ALLOWANCES

Provisions referring to allowances for employees' personal tools were contained in 188, or 21 per cent, of the 891 agreements examined (see Table 3). These agreements applied to 25 per cent of the total employees in the study, although to a greater proportion of manufacturing employees (36 per cent) than non-manufacturing (17 per cent). By industry group, tool allowances were most prevalent in food, metal fabricating, transportation equipment, transportation, and local government.

Type of Allowance. The employer supplied tools at no cost to the employee in 38 agreements. In 26 agreements the initial cost of tools was paid by the employee and the employer replaced them when they were broken or worn out at no cost to the employee. In 20 agreements the employer shared the cost of either initial supply or replacement of tools. Monetary allowances ranging from \$10 to \$100 per year were provided toward the purchase of tools in 62 agreements. In 10 agreements the allowance varied with the category of employee on the value of the tools he is required to use.

<u>Type of Allowance</u>	<u>Number of Agreements</u>		
	<u>All Indus-</u> <u>tries</u>	<u>Manufac-</u> <u>turing</u>	<u>Non-Manufac-</u> <u>turing</u>
Total with provision	188	105	83
Supplied at no cost	38	11	27
Replaced at no cost	26	14	12
Supplied and/or replaced			
at some cost	20	15	5
Monetary allowance	62	40	22
Other	42	25	17

Most of the forestry agreements provided insurance up to a maximum of \$800 against loss or theft of employees' power saws. In the metal fabricating and transportation equipment industries, apprentices received an initial allowance (for example \$30), then additional payments at different periods during training until they graduated when the whole or a proportion of the balance would be reimbursed for the tools they bought during their apprenticeship (for example \$300). Generally, the monetary allowances ranged from \$10 to \$90 per annum for certain classes of employees. In 13 agreements the amount varied, depending upon the class of employees or value of the tools bought.

Table 1

Provisions for Reporting Pay, Call-back Pay, and Stand-by Pay in Ontario Collective Bargaining Agreements¹ Covering 200 or More Employees, by Industry, September 1976

Industry	Total studied		Number with provisions for :					
			Reporting pay		Call-back pay		Stand-by pay	
	Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls
All Industries	891	764,729	594	445,058	751	651,153	157	216,406
Manufacturing	473	304,560	414	276,828	420	253,081	10	3,829
Food, Beverages	46	21,531	35	17,118	44	20,995	3	737
Tobacco	3	1,423	2	777	3	1,423	-	-
Rubber, Plastics	17	9,786	17	9,786	17	9,786	-	-
Leather	9	3,058	8	2,678	5	1,878	-	-
Textiles	27	11,544	26	10,847	24	10,605	1	595
Knitting Mills	3	795	2	575	1	275	-	-
Clothing	9	9,109	7	7,649	1	1,010	-	-
Wood	14	3,881	13	3,651	11	3,214	1	222
Furniture, Fixtures	13	4,353	13	4,353	8	2,742	-	-
Paper	41	17,621	39	16,757	39	16,996	-	-
Printing, Publishing	10	6,176	3	1,791	5	3,503	-	-
Primary Metals	29	31,878	28	31,643	28	31,658	1	1,000
Fabricated Metals	57	20,290	54	19,486	53	19,256	-	-
Machinery	26	16,071	21	14,395	25	15,771	-	-
Transportation Equip	57	82,572	53	81,263	51	55,502	-	-
Electrical Products	57	39,571	50	35,957	54	35,827	1	600
Non-Metallic Minerals ...	19	8,950	18	8,710	16	7,652	-	-
Petroleum, Oil	3	1,347	1	200	3	1,347	1	200
Chemicals	15	7,020	8	2,445	15	7,020	-	-
Miscellaneous Mfg.	18	7,584	16	6,747	17	6,621	2	475
Non-Manufacturing ...	418	460,169	180	168,230	331	398,072	147	212,577
Forestry	12	6,177	12	6,177	12	6,177	1	650
Mining, Quarrying	19	25,227	18	24,807	16	24,305	2	782
Transportation	36	50,927	18	32,830	29	40,420	3	2,799
Storage	2	1,925	1	1,700	1	1,700	-	-
Communications	13	39,356	6	9,215	6	32,756	-	-
Electric, Gas, Water	14	19,877	3	15,375	14	19,877	11	18,700
Wholesale Trade	6	1,706	4	1,056	2	450	-	-
Retail Trade	18	35,924	8	14,178	11	25,108	-	-
Finance, Insurance, Real Estate	1	501	-	-	1	501	-	-
Education	55	27,285	7	3,209	46	19,978	5	1,735
Health, Welfare	101	38,337	64	22,806	92	35,881	58	22,868
Recreational Services ...	6	3,034	2	2,034	1	245	-	-
Management Services	9	5,199	-	-	6	4,359	2	3,082
Personal Services	16	7,264	12	4,862	4	1,564	-	-
Miscellaneous Services ..	1	321	1	321	-	-	-	-
Federal Admin.	51	94,339	10	19,370	45	89,118	28	72,902
Provincial Admin.	6	68,677	-	-	6	68,677	6	68,677
Local Admin.	52	34,093	14	10,290	39	26,956	31	20,382

1. Excludes construction industry.

Table 2

Provisions for Premium Pay for Shift and for Regularly Scheduled Saturday and Sunday Work in Ontario Collective Bargaining Agreements¹ Covering 200 or More Employees, by Industry, September 1976

Industry	Total studied		Number with provisions for premium pay for:							
			Second shift		Third shift		Regularly scheduled Saturday work		Regularly scheduled Sunday work	
	Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls
All Industries	891	764,729	772	684,499	769	686,336	79	113,601	162	199,986
Manufacturing	473	304,560	454	292,061	446	290,004	49	54,942	94	102,599
Food, Beverages	46	21,531	46	21,531	45	21,281	12	7,469	15	8,759
Tobacco	3	1,423	3	1,423	3	1,423	-	-	-	-
Rubber, Plastics	17	9,786	17	9,786	17	9,786	-	-	-	-
Leather	9	3,058	8	2,858	8	2,858	1	332	1	332
Textiles	27	11,544	27	11,544	27	11,544	7	2,803	8	5,101
Knitting Mills	3	795	2	520	2	520	-	-	-	-
Clothing	9	9,109	-	-	-	-	-	-	-	-
Wood	14	3,881	14	3,881	11	3,057	1	265	2	578
Furniture, Fixtures	13	4,353	11	3,683	10	3,360	-	-	-	-
Paper	41	17,621	41	17,621	40	17,396	-	-	4	1,449
Printing, Publishing	10	6,176	9	5,766	9	5,766	1	224	1	224
Primary Metals	29	31,878	29	31,878	29	31,878	3	1,123	13	23,584
Fabricated Metals	57	20,290	56	20,065	55	19,775	4	1,660	10	3,686
Machinery	26	16,071	25	15,871	26	16,071	3	2,660	5	3,585
Transportation Equip	57	82,572	57	82,572	56	82,312	5	31,603	7	44,534
Electrical Products	57	39,571	55	38,711	54	38,626	6	4,639	7	2,491
Non-Metallic Minerals	19	8,950	19	8,950	19	8,950	3	1,367	9	4,250
Petroleum, Oil	3	1,347	3	1,347	3	1,347	-	-	-	-
Chemicals	15	7,020	14	6,470	14	6,470	1	277	7	2,469
Miscellaneous Mfg.	18	7,584	18	7,584	18	7,584	2	520	5	1,557
Non-Manufacturing	418	460,169	318	392,438	323	396,332	30	58,659	68	97,387
Forestry	12	6,177	12	6,177	12	6,177	-	-	-	-
Mining, Quarrying	19	25,227	19	25,227	19	25,227	-	-	17	24,604
Transportation	36	50,927	30	47,248	30	47,248	1	460	5	7,921
Storage	2	1,925	2	1,925	2	1,925	-	-	-	-
Communications	13	39,356	5	32,129	7	33,756	4	29,041	4	29,041
Electric, Gas, Water	14	19,877	13	19,303	13	19,303	5	16,326	9	18,356
Wholesale Trade	6	1,706	5	1,462	6	1,706	1	400	1	400
Retail Trade	18	35,924	11	23,313	11	24,685	1	458	2	943
Finance, Insurance, Real Estate	1	501	1	501	1	501	-	-	-	-
Education	55	27,285	37	16,775	37	16,702	8	3,302	14	5,083
Health, Welfare	101	38,337	96	36,380	96	36,380	-	-	-	-
Recreational Services	6	3,034	1	245	1	245	-	-	1	225
Management Services	9	5,199	6	4,359	7	4,649	1	325	5	2,237
Personal Services	16	7,264	1	598	3	1,267	-	-	-	-
Miscellaneous Services ...	1	321	-	-	-	-	-	-	-	-
Federal Admin.	51	94,339	37	84,475	36	84,240	1	3,500	1	3,500
Provincial Admin.	6	68,677	6	68,677	6	68,677	-	-	-	-
Local Admin.	52	34,093	36	23,644	36	23,644	8	4,847	9	5,077

1. Excludes construction industry.

Table 3

Provisions for Work Clothing, Safety Equipment and Tools in Ontario
Collective Bargaining Agreements¹ Covering 200 or
More Employees, by Industry, September 1976

Industry	Total studied		Number with provisions for:									
			Work clothing		Safety glasses		Safety shoes		Other safety equipment		Tool allowances	
	Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls
All Industries	891	764,729	306	270,250	116	89,058	235	143,109	365	298,568	188	188,472
Manufacturing	473	304,560	104	87,547	98	56,912	177	89,949	240	187,009	105	110,541
Food, Beverages	46	21,531	33	17,272	3	1,524	21	8,973	24	13,036	29	14,740
Tobacco	3	1,423	1	491	-	-	-	-	-	-	-	-
Rubber, Plastics	17	9,786	6	2,506	-	-	5	2,802	10	5,015	2	735
Leather	9	3,058	-	-	2	860	1	380	3	1,372	2	712
Textiles	27	11,544	-	-	5	1,944	6	3,039	7	3,199	2	504
Knitting Mills	3	795	-	-	-	-	-	-	-	-	-	-
Clothing	9	9,109	-	-	-	-	-	-	-	-	1	882
Wood	14	3,881	7	1,975	4	1,256	1	315	10	2,984	3	789
Furniture, fixtures	13	4,353	2	635	2	848	3	808	5	1,552	1	525
Paper	41	17,621	6	2,240	5	2,459	24	9,774	13	4,518	6	2,426
Printing, Publishing ...	10	6,176	2	1,898	-	-	-	-	2	1,898	2	1,872
Primary Metals	29	31,878	2	1,167	4	935	12	15,582	17	25,613	4	905
Fabricated Metals	57	20,290	11	4,507	21	7,976	32	11,162	37	14,701	15	6,716
Machinery	26	16,071	6	4,511	7	2,473	14	10,623	18	12,198	2	5,025
Transportation Equip ...	57	82,572	10	42,752	21	26,788	17	9,008	42	74,593	17	61,427
Electrical Products	57	39,571	7	3,233	15	5,581	22	9,201	25	14,016	5	6,167
Non-Metallic Minerals ..	19	8,950	5	2,756	7	3,747	12	6,171	11	6,119	7	4,760
Petroleum, Oil	3	1,347	1	350	-	-	-	-	2	550	-	-
Chemicals	15	7,020	2	400	2	521	4	1,242	8	3,958	5	1,559
Miscellaneous Mfg	18	7,584	3	854	-	-	3	869	6	1,687	2	797
Non-Manufacturing ..	418	460,169	202	182,703	18	32,146	58	53,160	125	111,559	83	77,931
Forestry	12	6,177	10	4,390	-	-	1	637	10	4,390	10	4,390
Mining, Quarrying	19	25,227	2	885	4	1,288	1	203	4	1,180	6	2,049
Transportation	36	50,927	23	34,980	5	13,302	9	16,127	15	21,472	12	11,840
Storage	2	1,925	1	225	-	-	-	-	-	-	-	-
Communications	13	39,356	7	21,215	-	-	-	-	4	16,015	2	12,300
Electric, Gas, Water ...	14	19,877	7	16,987	1	14,528	8	17,335	10	18,320	9	17,749
Wholesale Trade	6	1,706	3	950	-	-	4	1,150	3	950	2	600
Retail Trade	18	35,924	13	27,081	-	-	4	2,368	6	3,657	4	6,360
Finance, Insurance, Real Estate	1	501	-	-	-	-	-	-	1	501	-	-
Education	55	27,285	28	14,842	2	799	7	2,973	21	8,024	11	3,362
Health, Welfare	101	38,337	53	20,097	1	302	2	507	10	5,592	8	6,200
Recreational Services ..	6	3,034	3	2,264	-	-	-	-	2	464	-	-
Management Services	9	5,199	1	2,200	-	-	-	-	-	-	-	-
Personal Services	16	7,264	12	4,763	1	598	1	598	2	1,550	1	337
Miscellaneous Services ..	1	321	1	321	-	-	-	-	-	-	-	-
Federal Admin.	51	94,339	3	7,277	-	-	-	-	3	7,277	1	935
Provincial Admin.	6	68,677	1	3,935	-	-	-	-	-	-	-	-
Local Admin.	52	34,093	34	20,291	4	1,329	21	11,262	34	22,167	17	11,809

1. Excludes construction industry.

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